



TOWN OF SIDNEY FIRE DEPARTMENT



Stipend Volunteer Fire Fighter Application Package

The Sidney Fire Department provides fire, rescue, medical, and other emergency related services to the Town of Sidney on a 24 hour, 7 days a week basis. Although the Department is comprised of career staff, most of the Town's fire service is provided by our dedicated volunteer members.

**WE ARE COMMITTED TO THE TOWN OF SIDNEY'S CORPORATE VALUES:
EXCELLENCE IN PUBLIC SERVICE AND TEAMWORK.**

WE VALUE OUR REPUTATION AS AN INCLUSIVE COMMUNITY AND ARE COMMITTED TO BUILDING A TEAM WITH A VARIETY OF BACKGROUNDS, SKILLS, AND VIEWS.

APPLICANT INFORMATION

First and Last Name:		Date of Birth:
Home Address (Number, Street, City):		
How long have you resided in the Town of Sidney?		
If you do not live within the catchment area, do you have plans to move within the area? Please explain:		
Home Phone:		Cell Phone:
Email Address:		
Driver's License Class:		Air Brake Endorsement: Yes / No
Has your driver's license ever been suspended or revoked? Please explain:		
Please place a check mark next to your primary means of transportation to and from the Community Safety Building:		
Walking/ Running	Bicycle/ Scooter	Drive own Vehicle
Other (explain):		

Please attach a photocopy of the back and front of your Driver's License and a Driver's Abstract as per the Required Attachments at the end of this document.

EMPLOYMENT

Are you currently employed?	Yes	No
Is your place of employment on the Saanich Peninsula?	Yes	No
If yes, are you available for emergency call outs during your hours of work?	Yes	No
Are you currently a student?	Yes	No
How many hours do you commit to work and/or school on a weekly basis?		
What time do you start work or school?		
What time do you typically finish work or school?		
Are you a shift worker? If so, please describe your schedule:		

Please attach a current resume as per the Required Attachments at the end of this document.

EDUCATION

Do you have a high school diploma?	Yes	No
If applicable, please explain any post-secondary education you have or are currently obtaining (program, expected completion, etc.):		
If applicable, please explain any training and experience you may have in the following categories:		
Firefighting:		
Rescue:		
First Aid:		
Leadership Training:		
Other (coaching, public education, etc.):		

Please attach copies of current certificates as per the Required Attachments at the end of this document.

EXPECTATIONS

*While the exact time requirements vary, training and incident attendances are outlined below. There is no limit on participation in optional duties such as tours, public education, or advanced training. **After the initial training is completed, certified new members will be expected to staff at minimum three overnight shifts per month, as explained further below.***

Training Requirements

Recruit Fire Fighters:

All members entering the Sidney Fire Department must complete a Recruit Training Program facilitated by Department personnel. Members with previous certified fire training may be excelled through the program if their certification is recent and they have obtained a level of training deemed acceptable by the Training Officer. New members must attend 100% of weekly practices, which are a combination of Tuesday and Thursday evenings and weekends, and complete a one-year probationary period.

Full-Service Fire Fighters:

All Sidney Fire Department members must participate in the B.C. Fire Fighter Training Program, successfully passing all modules within the first 18 months of joining the Department. Members are expected to attend a minimum of 75% of weekly practices annually. Individuals who have the desire to increase their skills are provided with the opportunity for advanced training in areas such as confined space rescue and high angle rescue.

Emergency Response Requirements

The department relies on volunteer Fire Fighters, when in a reasonable response distance, be on call 24 hours a day, 7 days a week, 365 days a year. The Fire Department realizes that no one can be available all of the time, but the model does rely on that all available members respond immediately to a page out. However, you must obey all motor vehicle rules and regulations while responding to the Fire Hall. Prospective applicants should be aware that this commitment cannot be taken lightly; their response to emergencies is a lifeline to the public that they serve. Members are expected to attend a minimum of 25% of “all department” call outs, annually.

Night Shift Staffing

Full-service Fire Fighters are expected to participate in the night shifts (shift hours are 18:00-06:00) offered daily and with varying shifts over the weekends. The 2024 compensation rates for these shifts currently are from \$17.08-34.00/hour.

Renumeration

In addition to night shift staffing renumeration opportunities, Recruit and Full-Service Fire Fighters receive renumeration through an annual stipend recognition program. Eligible members will receive an annual stipend if criteria as outlined in the Fire Department Operational Guideline 5.02.11 is met. These rates are:

Current Annual Stipend Rates:

> 10 years service with SVFD (in 11th year) and NFPA 1001 certified	\$4,830.00
> 5 years service with SVFD (in 6th year) and NFPA 1001 certified	\$4,140.00
< 5 years of service with SVFD and have attained NFPA 1001	\$3,450.00.
Probationary members with SVFD until they attain NFPA 1001	\$2,760.00.

Commitment Expectations

Are you willing and able to participate in a minimum of Tuesday and Thursday evening practice sessions, with the potential for weekends as well, every week as a Recruit Fire Fighter?	Yes	No
Do you understand that until you are a certified Fire Fighter, the expectation is that you will attend 100% of training?	Yes	No
Are you willing and able to participate in the occasional weekend training out of town with advance notice?	Yes	No
Are you willing to wear an emergency pager and respond to emergencies 24 hours per day, seven days per week, 365 days per year?	Yes	No
Do you understand that in order to be available for emergency call outs, you must be able to arrive at the station promptly and have abstained from alcohol and recreational/illegal drugs for the previous 12 hours?	Yes	No
Are you willing to participate in the mandatory medical check required on an annual basis? To facilitate this, your treating practitioner will need to complete a medical clearance. If you do not have a practitioner, the department can provide appointments for you.	Yes	No
Do you understand that Fire Fighters are expected to be in good physical condition, and on an annual basis will be expected to complete a physical fitness-related test?	Yes	No
Can you commit to a minimum of three night staffing shifts a month?	Yes	No

REFERENCES

Please provide three references that are not related to you:

REFERENCE #1:	
First Name:	Surname:
Company name (if a previous employer):	Position Title:
Address (number, street, city, province, postal code):	
Primary Phone Number:	
Email address:	
Relationship to you:	
REFERENCE #2:	
First Name:	Surname:
Company name (if a previous employer):	Position Title:
Address (number, street, city, province, postal code):	
Primary phone number:	
Email address:	
Relationship to you:	
REFERENCE #3:	
First Name:	Surname:
Company name (if a previous employer):	Position Title:
Address (number, street, city, province, postal code):	
Primary phone number:	
Email address:	
Relationship to you:	

Please read carefully:

Personal information collected on this form is for the provision of Town services and authorized under section 26 of the Freedom of Information and Protection of Privacy Act. The information will be used for the purpose it was collected and in accordance with the Act. Questions about the collection may be directed to the Administration Department at 250-656-1139 or admin@sidney.ca.

I, the undersigned, apply to enroll as a volunteer recruit member of the Fire Department and, if accepted, undertake to perform such duties as may be assigned to me by the Fire Chief or their delegated representative.

I understand the promotional opportunities will depend upon positions becoming available, the results of work performance, training evaluation, the recommendation of the Fire Officers and approval of the Fire Chief.

I verify that the information contained on this application form is true and accurate.

I hereby give consent to the Town of Sidney to conduct verification of the information given, as required.

Signature:

Date:

Please remember to attach:

- Current BC Driver's License abstract with photocopy of your Driver's Licence (front and back)
- If you have ever had your licence suspended, please attach a note to explain
- Your resume
- Current certificates for firefighting, rescue, first aid training or any other application certifications
- Criminal record check*, and explanation (if applicable)

*If you do not have a recent criminal record check, please do not proceed with requesting one until advised to do so by the Fire Department.

Should you have any questions or concerns regarding your application or the recruitment process, please contact Deputy Chief Mike Harman at 250-656-2121/ firedept@sidney.ca.



Assisting your community by becoming a volunteer Fire Fighter provides citizens with valuable services that touch many lives. Participation as a volunteer Fire Fighter brings immense personal rewards and gives a tremendous sense of accomplishment for a job well done. It also involves working as part of a team under sometimes difficult circumstances.

THANK YOU FOR CONSIDERING JOINING OUR TEAM!